

PERSONAL INFORMATION

**AIEMAN AHMAD I. AL-OMARI, Ph.D.****Professor, Higher Education Administration**

- ✓ *Researcher of the year award (Social Science), 2nd International Business and Academic Excellence (IBAE) Awards 2020.*
- ✓ *Prestigious Award for Distinguished Researcher (Jordan), 2014*

Sultan Qaboos University

College of Education
Dept. of Foundations & Educational Administration
Sultanate of Oman

The Hashemite University

College of Educational Sciences
Department of Educational Foundations & Administration
Zarqa, 13133, JORDAN

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Aieman Omari

professor-aieman-al-omari

https://www.researchgate.net/profile/Aieman_Al-Omari2 **RG**
scholar.google.com/citations?user=f2KmJqgAAAAJ&hl=en

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Scopus Author ID: 25031298800

arid.my/0001-8660

ResearcherID: W-1899-2017

<https://hu-jo.academia.edu/AiemanAlOmari>

mendeley.com/profiles/aieman-al-omari

Citations

- **Google scholar: (29 Dec., 2020):** Citations 849, h-index: 14, i10-index: 20
- **RG: (29 Dec., 2020):** RG Score: 29.09, h-index: 11, Citations: 447, Reads: 149131, Research Interest: 713.4
- **Scopus – Citation overview: (29 Dec., 2020):** Author ID: 25031298800, Citations: 105, Author h-index: 6, publications: 21.
- **Mendeley.com:** citations: 105, h-index: 6, publications: 21.

EXPERTISE

Leadership in Higher Education

Higher Education Administration

Strategic Planning in Higher Education

Faculty Development

Student Affairs Administration

Educational Administration

School Management

Organizational Behavior

PROFESSIONAL EXPERIENCE

- **Professor, Sultan Qaboos University, College of Education, Dept. of Foundations and Educational Administration.** August 25, 2019 - Now
- **Chairman of the Interim Council of the College of Strategic and Government Studies,** The Hashemite University. Feb. 2018 – Sep. 2019
- **Director of Admissions and Registration,** The Hashemite University. April 17, 2017 – Sep. 2019
- **Professor, Higher Education Administration** Department of Educational Foundation and Administration The Hashemite University, Zarqa, JORDAN. April 29, 2014 - Now
- **Associate Professor**

Curriculum Vitae

Department of Educational Foundation and Administration
The Hashemite University, Zarqa, JORDAN. *July 11, 2009 – April 28, 2014*

- **Assistant Professor**
Department of Educational Foundation and Administration
The Hashemite University, Zarqa, JORDAN. *July 11, 2005 – July 10, 2009*
- **Dean of Faculty of Educational Sciences**
Chairperson of Department of Educational Foundations and Administration,
The Hashemite University, Zarqa, JORDAN. *Sep. 9, 2012 – Sep. 1, 2016*
- **Sabbatical, Umm Al-Qura University, Saudi Arabia**
Faculty of Education, Department of Educational Administration and Planning
Sep. 3, 2011 – Sep. 1, 2012
- **Vice Dean's of Faculty of Educational Sciences**
Chairperson of Department of Educational Foundations and Administration,
The Hashemite University, Zarqa, JORDAN. *Sep. 13, 2010 – Sep. 2, 2011*
- **Vice Dean's of Faculty of Educational Sciences**
The Hashemite University, Zarqa, JORDAN. *Sep. 9, 2008 – Oct. 25, 2010*
- **Chairperson of Department of Educational Foundations and Administration**
The Hashemite University, Zarqa, JORDAN. *Sep. 17, 2007 – Sep. 8, 2008*
- **Dean's Assistant for Undergraduate Students**
Faculty of Educational Sciences, The Hashemite University, Zarqa, JORDAN
Sep. 17, 2006 – Sep. 16 2007

EDUCATION

- **2002 - 2005 Washington State University, College of Education**
Doctor of Philosophy, *Higher Education Administration*
Dissertation: Leadership styles and style adaptability of deans and department chairs at three public research universities."
Advisor: Dr. Willie J. Heggins, III
- **1988 - 1991 Yarmouk University, College of Education**
Master of Education, *Educational Administration and Supervision*
Thesis: The relationship between obstacles of school decision-making and morale among teachers in public secondary schools in Jordan.
Advisor: Dr. Kayed M. Salameh
- **1984 - 1988 Yarmouk University, College of Economic and Administrative Sciences**
Bachelor of Science, *Business Administration and Computer Science*

Honors and Awards

- **Prestigious Award for distinguished Researcher 2014/** Scientific Research Support Fund, Jordan. Third Group: Humanities, social sciences and national security (Educational and Psychological Studies, Islamic, Law, Social Sciences, Literature, Languages and Arts).
- **Scholarship to get a PhD** / Faculty of Educational Sciences / Hashemite University, 2002.
- **A year's seniority** in the rank of **Associate Professor** and salary 2009.
- **A year's seniority** in the rank of **Professor** and salary 2014.

Academic and Administrative Memberships

- **International and national level:**
 - Member: Jordanian association for Educational Sciences, 2019-
 - Member of the Management Committee of the Educational Training Center, Ministry of Education in Jordan.
 - Liaison officer of the Hashemite University with Coordinator government for human rights, the Prime Ministry of Jordan.



Curriculum Vitae

- Committee member of training needs of a group of government for human rights, the Prime Ministry of Jordan.
- Member of Jordan National Commission for Education, Culture and Science/ Ministry of Education, Jordan, 2017.
- Liaison officer of the Hashemite University with Integrity and Anti-Corruption Commission, Jordan, 2017.
- Liaison officer of the Hashemite University with "Amman Group for Future Dialogues", 2017.
- **The Hashemite University Level:**
 - Chair of Information and Administrative Committee, Conference of “Education in a changing world”, April 7-8, 2010.
 - Member of the preparation Committee, Conference of “Education in a changing world”, April 7-8, 2010.
 - Member of the scientific Committee, Conference of “Education in a changing world”, April 7-8, 2010.
 - Member of research and assessment performance committee, Quality assurance center,
 - Member of strategic plan committee,
 - Member of establishing University model school committee.
 - Member of Graduate Studies Council, Hashemite University, 2010/ 2011.
 - Member of Scientific Research Council, Hashemite University, 2012/ 2013.
 - Member of Scientific Research Council, Hashemite University, 2013/ 2014.
 - Member of Hashemite University Council, Hashemite University, 2012/ 2013.
 - Member of Hashemite University Council, Hashemite University, 2013/ 2014.
 - Member of Hashemite University Council, Hashemite University, 2014/ 2015.
 - Member of Hashemite University Council, Hashemite University, 2015/ 2016.
 - Member of Dean's Council, Hashemite University, 2012/ 2013.
 - Member of Dean's Council, Hashemite University, 2013/ 2014.
 - Member of Dean's Council, Hashemite University, 2014/ 2015.
 - Member of Dean's Council, Hashemite University, 2015/ 2016.
 - Member of the Committee to prepare a document on the future vision of the Hashemite University until 2020.
 - Member of the Committee to study and analyze the reports of the results of academic proficiency exam at the Hashemite University.
 - Member of the Committee to study the possibility of amending the system of grades adopted at the Hashemite University with the system percentage grades 2013.
 - Member of the Committee with the task of re-examining the promotion instruction (Chapter IV) of the Instructions of faculty members at the Hashemite University.
 - Member of the Committee to reconsider the rewards of scientific production (publishing) and fees of publishing research in SCOPUS.
 - Member of the Committee to Study the instructions and mechanisms of action for the establishment of the Office for the registration of patents, discoveries and registration of intellectual property rights within the various fields.
 - Chair of the Committee to prepare instructions for Social Work Center, Hashemite University, 2014.
 - Member of the Promotion and recruitment Committee, Hashemite University 2014/ 2015.
 - Member of the Promotion and recruitment Committee, Hashemite University 2015/ 2016.
 - Member of the technical committee (Promotion and recruitment committee), Hashemite University, 2014/ 2015.
 - Member of the technical committee (Promotion and recruitment committee), Hashemite University, 2015/ 2016.
 - Vice chair of Language Center Council/ Hashemite University, 2016/ 2017.
 - Member of the Strategic Plan Committee in Hashemite University 2020-2025.
 - Member of the Revised Strategic Plan Committee in Hashemite University 2015-2019.



Curriculum Vitae

- Member of ranking and evaluating the University in universal ranking institutions: QS Ranking ,QS Stars ,The Higher Education (THE), US News.
- Member of Hashemite University Governance Council, 2017.
- Member of the "Smart University" Committee, 2018/ 2019.

- **Faculty of Educational Sciences Level, The Hashemite University:**
 - Chair of the Strategic Plan Committee,
 - Chair of equipment's and materials description committee,
 - Chair of academic advising committee,
 - Chair of graduate studies committee,

- **Department of Educational Foundations and Administration Level, The Hashemite University:**
 - Chair of graduate studies committee,

- **Umm Al-Qura University, College of Education:**
 - Member of Academic Accreditation Committee, Department of Educational Administration and Planning, College of Education, Umm Al-Qura University, Saudi Arabia, 2011-2012.
 - Member of a committee to develop a scale for the evaluation of faculty members and administrative leaders, Faculty of Education, College of Education, Umm Al-Qura University, 2011-2012.
 - Member of the Committee for the preparation of a program for the development of school administration, Department of Educational Administration and Planning, Faculty of Education, Umm Al-Qura University, 2011-2012.

- **Sultan Qaboos University, Muscat, Sultanate of Oman:**
 - Department of Educational Foundations and Administration:
 - Member of Graduate Studies Committee, 2019/ 2020
 - Member of the Committee of books and university references, 2019/ 2020.
 - Member of the Scientific and Academic Activities Committee, 2019/ 2020.
 - Member of the Community Service Committee, 2019/ 2020, 2020/2021
 - Member of the Committee of Field Experiences, 2019/ 2020.
 - Member of the Accreditation Committee, 2019/ 2020.
 - Member of the Promotions Committee, 2019/ 2020, 2020/2021
 - Member of Teaching Development Committee, 2019/ 2020.
 - Member of follow-up strategic planning executive, 2020/2021
 - Chair of Graduate Studies Committee, 2020/2021
 - Member of students' communications, 2020/2021
 - Member of undergraduate studies, 2020.2021
 - College of Education:
 - Member of the Scientific Committee of the 7th International Conference of the College of Education: Education and Entrepreneurship: Opportunities and Challenges 2-4 March 2020
 - Member of the Personal Interview Committee for Science and Mathematics discipline (Female) Group 4, College of Education, 3 September 2019.
 - Chairman of the defense committee for the master's thesis for student Nema bint Salem bint Saeed Al Jaberia, in education specializing in the curriculum and instruction of teaching science, university ID. 69278, 25/9/2019.
 - Chairman of the defense committee for the master's thesis for student Sumayh bint Sulaiman Almaamariah specializing, in education specializing in Learning disability for student, university ID 95340, 26/7/2020.
 - Member of Promotion Committee, 2020/2021
 - Member of College Council, 2020/2021
 - Member of Graduate Studies, 2020/2021



Curriculum Vitae

- Member of Scientific Research, 2020/2021
- Member of Promotion Committee, Dept. of English Literature, College of Arts, 2020/2021
- Participation in Workshops:
 - Workshop on how to use digital stories programs, college of education, 17/10/2019.
 - Workshop on academic promotion, college of education, 2/9/2019.
 - Workshop on designing educational courses by e-learning, college of education, 3/9/2019.
- Presenter in Seminars and workshops:
 - Seminar “Organizational DNA”, College of Education, SQU, 26/12/2019
- **Editor in Chief**
 - Psychology, Evaluation, and Technology in Educational Research (ISSN: 2622-5506), pettier.org
- **Editorial Board Member:**
 - “Educational Studies in the New Millennium” (ISSN: 2676-7376). <https://aiajournals.com/journalpage/jpc/7021>
 - "International Journal of Educational & Psychological Studies (EPS)", (ISSN 2520-4149 online)• (ISSN 2520-4130 Print). <https://www.refaad.com/views/EPsR/Home.aspx>
 - “Journal of Educational and Psychological Studies” (JEPS), Sultan Qaboos University, (ISSN: 2218-6506).
 - Athens Journal of Humanities and Arts, e-ISSN: 2241-7702, DOI:10.30958/ajha <https://www.athensjournals.gr/ajha/eb>
 - Advances in Higher Education. <http://ojs.usp-pl.com/index.php/Advances-in-Higher-Education/about/editorialTeam>.
 - International Journal of Education and Learning (IJELE), ISSN 2684-9240. <http://pubs2.ascee.org/index.php/ijele/about/editorialTeam>
- **Advisory Board Member:**
 - Advisory Board Member in: Masters International Research and Development Center MIRDEC ." <https://www.mirdec.com/advisory-board>
 - International Journal of Advance Research and Innovative Ideas in Education. <http://ijariie.com/RevieweBoard.aspx?CategoryId=71>, ISSN: 2395-4396
 - IRC Scientific and Technical Committee & Editorial Review Board on Educational and Pedagogical Sciences. <https://waset.org/committees/member/aiemanalomari-26853>
- **Reviewer for different Academic Journals:**
 - The Asia-Pacific Education Researcher (TAPE)), <https://www.editorialmanager.com/tape/login.asp?a=r>.
 - International Journal of Leadership in Education, UK
 - Almanar Journal, Al albyat University, Jordan
 - Mutah Journal for research, Mutah University, Jordan
 - Dirasat, Jordan University, Jordan
 - Learning, Media and Technology, UK
 - Jordanian Journal for Educational Sciences
 - Irbid Journal for Research and Studies, Irbid National University, Jordan
 - International Online Journal of Educational Sciences
 - Gender and Education
 - Educational Research Journal, <http://www.resjournals.com>
 - Athens Journal of Humanities and Arts, e-ISSN: 2241-7702, DOI:10.30958/ajha
 - Journal of Educational and Psychological Sciences, Bahrain University.

- Journal of Educational Sciences, Qatar University.

EXPERIENCE AS TRAINER

- **Ministry of Education (Kurdistan – Iraq) and Birmingham College (UK).**
Master Teacher Training Programme (Erbil 2013) Module I: Methods of Teaching and Learning.
Oct. 27-31, 2013.
The programme is sponsored by Ministry of Education. The main purpose of the programme is to develop teaching skills and enhance subject knowledge.
- **Umm Al-Qura University, College of Community Service and Continuing Education.**
Time Management (Personnel in Public Security in Makkah),
14/4 – 17/4/2012 (22/5/ - 25/5/1433H).
- **Umm Al-Qura University, College of Community Service and Continuing Education.**
Skills with Supervisors (Personnel in Makkah District),
21/4 – 22/4/2012 (29/5 -1/6/1433H).
- **Ministry of Education.**
The schools plan for facing crises and emergency, April 26-28, 1994.

Participations in Workshops

- **"Good governance program",**
the government coordinator of the human rights office - the presidency of the Jordanian minister, and the National Democratic Institute - United States of America. 5/11 - 17/12/2015, Jeneva Hotel, Amman, Jordan.
- **"Communication and openness in order to achieve political reform and the promotion of democracy and sustainable development",**
the government coordinator of the human rights office - the presidency of the Jordanian minister, and the National Democratic Institute - United States of America, 13-16 May 2015, Sheraton Hotel, Amman, Jordan.
- **Teaching, Learning and Assessment in Higher Education (Training Workshop),**
AlHussein Fund for Excellence, 28-29 November 2010, Le Royal Hotel, Amman- Jordan.
- **Writing the international scientific projects,**
23/2/2010, the Hashemite University.
- **School Principal's Certificate.**
Paper presented at Seminar of Teachers Education Programs, Faculty of Educational Sciences, The Hashemite University, 6/5/2008.
- **Blackboard for faculty members at the Hashemite University,**
Center of Academic Quality Assurance, the Hashemite University. 4/2/2007 – 8/2/2007.
- **Education Technology and University Evaluation,**
Center of Academic Quality Assurance, the Hashemite University. 19/11/2005 – 26/11/2005.
- **The schools plan for facing crises and emergency (attended),**
Ministry of Education
The Schools plans prepared for crisis and emergency situations as; train staff on school security and emergency planning issues, assess and refine school security and emergency preparedness plans, and exercise school emergency/crisis plans.
Dec 21-23, 1993.
- **The schools plan for facing crises and emergency (Trainers),**
Ministry of Education
As a trainer, the schools plan for facing crises and emergency can enhance crisis preparedness by taking practical steps as: Train staff on early warning signs of crises and school crisis management, form crisis teams and guidelines for manmade and natural crises, assess and enhance school communications capabilities, create and test evacuation, lockdown, and other school safety drills, coordinate school emergency planning with police, fire, and other public safety agencies.
April 26-28, 1994, Jordan

Curriculum Vitae

- **Educational counselor training,**
Ministry of Education. *March 22, 1994 – May 24, 1994.*
- **Uneconomic evaluation process of projects, Social indicators the effects on evaluation process of projects.**
Ministry of Education. Arab Institute for Planning, KUWAIT, April 18-22, 1998.
- **Open and distance education,**
Ministry of Education. Arab Network for Open and Distance Education, joined with Al-Quds Open University, *May 15-20, 2000.*
- **Job description and analysis,**
Ministry of Education
Team Group **Engineering and Management Consultants**, Amman,
The fundamental purpose of job analysis is to understand and define the requirements of a job. Since job analysis results in providing the description of tasks and common duties that are performed for completing a task or to carry out a job and defines the skills, abilities and knowledge required it forms the basis of team formation, as the right people can be selected for the appropriate tasks
July 17-19, 2000.

TEACHING EXPERIENCE

- **Developing Ph.D. program in Educational Leadership and Policy,**
Dept. of Educational Foundations and Administration, Hashemite University, 2014.
- **Developing Master program in Educational Administration,**
Dept. of Educational Foundations and Administration, Hashemite University.
- **Developing a professional diploma in school leadership,**
Dept. of Educational Foundations and Administration, Hashemite University.
- **Developing a professional diploma in school management,**
Dept. of Educational Foundations and Administration, Hashemite University.
- **Teaching Courses:**
 - **Graduate Students:**
Master Program: Higher Education Administration, Organizational Theory, Human Resources Development, Educational Policies, Economics of Education, Educational Leadership, Research Project
High and Professional Diploma: School Management, Introduction to Educational Administration, Educational System in Jordan, School leadership and organizational behavior, Practical, workshops, and case studies, Crisis Management, Managerial Training.
 - **Undergraduate Students:**
Classroom Management, Educational Culture, Educational Systems in Jordan and other countries, Principles of Management (Faculty of Economic & Administrative Sciences), Management of Childhood Centers (Faculty of Childhood), PreSchool Classroom Management (Faculty of Childhood).
July 11, 2005 – Present
 - **Teaching Courses through Sabbatical at Umm Al-Qura University- Saudi Arabia**
Educational Planning (Ph.D. Program), Operations Research and computer usage (Ph.D. Program), Administration Theory in Education (Master Program), Personnel Administration (Master Program)
Sep. 3, 2011 – Sep. 1, 2012
- **Teaching and research assistant**
Department of Educational Foundations and Administration, Faculty of Educational Sciences, The Hashemite University, Zarqa, JORDAN.
Teaching Courses: Educational Systems in Jordan and Other Countries, Classroom Management, Foundations of Education. *Sep. 2000 – Sep. 2002*

MINISTRY OF EDUCATION EXPERIENCE

Curriculum Vitae

○ **Working at Ministry of Education**

April 1993 – Sep. 2000

- **Computer Unit Office, Secretary General Office,**
Ministry of Education, Amman, Jordan. *1999 – Sep. 2000*
- **Educational Planning Member, Educational Planning Department,**
Ministry of Education, Amman, Jordan

Functions and duties: (1) Educational policy analysis, development and adoption. (2) The development of the Strategic Plan of the Ministry. (3) The preparation of predictive scenarios for the needs of human resources and financial resources. (4) The development of indicators for the educational system to support educational decision. (4) The development of a gender strategy and strategic partnerships. (6) Decision support to address the educational issues and problems to improve the educational level of the educational process. (7) Applied the follow-up results of educational research and developments to support the decision to serve the educational system. (8) Spreading awareness of educational issuing publications and the translation of documents and reports. And (9) meet the needs of the educational field of land and school buildings and additions of classroom and administrative buildings. *Sep. 1995 – 1999*

- **Teaching 5th, 6th, & 7th grades,**
Educational Directorate of North Aghwar, Sharhabeel Bin Hasnah Elementary School, ALMashare', Irbid, JORDAN. *Sep. 1994 – Sep. 1995*
- **Educational Counselor, Educational Directorate of North Aghwar,**
Sharhabeel Bin Hasnah Elementary School, ALMashare', Irbid, JORDAN. *April 1993 – Sep. 1994*

○ **Research Assistant**

Faculty of Education, Yarmouk University, Irbid, JORDAN. *1989 – 1991*

PERSONAL SKILLS

- **Mother tongue: ARABIC**
- **Other languages: ENGLISH**
Understanding: Proficient User, Speaking: Proficient, Writing: Proficient
- **Communication Skills**
* Good communication skills gained through my experience as professor in higher education institution, and as a teacher in Ministry of Education
- **Organizational/ Managerial Skills**
* Leadership (Currently responsible for a team of 45 people).
* Educational leadership (Gained through my experience as a Dean of Faculty of Educational Sciences, vice dean, department chair of educational foundations and administration, and dean's assistant)
- **Job-related skills**
* Good command of admission and registration process (currently Director of Admissions and Registration Unit).
- **Digital skills**
Microsoft Office, Information processing, SPSS, educational technology.
- **Other Skills**
Educational research, action research, organizational behavior, college teaching

Projects

- **Project Manager of “TEMPUS Project”, “Developing Service Learning and Civic Engagement Partners Across Curricula”, 2010-2012.**
- **Role purpose**
 - To take responsibility for providing project management services across the whole of the programme



Curriculum Vitae

- To ensure that the project deadlines and project activities are understood and adhered to across the partner institutions
- To maintain excellent communications with the project partners
- To manage and oversee project events and meetings
- To oversee the budget and its allocations to institutions
- **Principal duties:**
 - To provide management for the Tawasol activities over the 3-year period
 - To build relationships with key contacts and project partners, e.g. university contacts and other important stakeholders
 - Adopt best practice in approach to project management, in particular to ensuring that activities are defined, feasibility checked, negotiated with relevant stakeholders, initiated, delivered and reviewed.
 - Ensuring that all project activities are assessed for their feasibility and possible risk
 - Prepare detailed project plans for discussion and presentation to the Co-Directors.
 - To maintain records of the highest standard to assist in the reporting and evaluation process of the project.
 - To advise on the production of publicity and marketing materials
 - To monitor all project activities
 - To take responsibility for the arrangements for meetings and training with respect to Jordan and Lebanon and to advise on events and meetings in Europe.

Publications

Refereed Journal Articles

- (1) **AL-OMARI, A., & OBEIDAT, O.** (2006). University Missions/Goals in the Context of Globalization: Public and Private Institutions in the Middle East. *International Journal of Private Higher Education*, (1), pp. 20-36
- (2) **ABU TINEH, A., KHASAWNEH, S., & AL-OMARI, A.** (2006). Teachers' perceptions toward transformational leadership and its relation to trust among their principals. *Jordan Journal of Educational Sciences*, 2(2), 65-72.
- (3) **AL-OMARI, A.** (2007). Leadership Adaptability and Learning Styles of the Hashemite University Students in Jordan. *Journal of Educational and Psychological Sciences*, 8(1), 31-50.
- (4) **AL-OMARI, A.** (2007). The Organization of Academic Departments and Participation in Decision Making as Perceived by Faculty Members in Jordanian Universities. *International Studies in Educational Administration*, 35(2), 82-100.
- (5) **AL-OMARI, A.** (2007). Leadership and Adaptability styles of Deans and Department Chairpersons at Three Institutions of Higher Education in Jordan. *Educational Journal, Kuwait*, 21(83), 11-43.
- (6) **AL-OMARI, A.** (2007). Leadership styles of department chairs at the Hashemite University. *Journal of Educational and Psychological Sciences, Bahrain*, 8(3), 7-24.
- (7) **QARAEEN, K., AL-OMARI, A., & ABU TINEH, A.** (2007). Students' Satisfaction at Jordanian Universities and its Relation to Some Variables. *Mediterranean Journal of Educational Studies*, 12(1), 67-92.
- (8) **KHASAWNEH, S., QABLAN, A., AL-OMARI, A., & ABU TINEH, A.** (2007). Assessing the level of emotional intelligence among future vocational workforce in Jordan. *Jordan Journal of Educational Sciences*, 3(2), 193-202.
- (9) **QABLAN, A., AL-OMARI, A., & KHASAWNEH, S.** (2007). Awareness of Sustainability Issues among Science and Vocational Education Students at the Hashemite University: An Empirical Investigation. *Mediterranean Journal of Educational Studies*, 12(2), 69-89.
- (10) **AL-OMARI, A.** (2008). The International Leadership Competencies of Jordanian Universities Leaders. *International Journal of Applied Educational Studies*, 1(1), 54-70.

- (11) **AL-OMARI, A.** (2008). The Relationship between Leadership Styles of Hashemite University Department Chairs and Job Satisfaction as reported by Departmental Faculty Members. *UOS Journal for Humanities and Social Sciences*, 5(2), 101-124.
- (12) **AL-OMARI, A.** (2008). The relationship between sex-role characteristics and leadership behavior of faculty members at the Hashemite University. *Journal of Institutional Research South East Asia*, 6(1), 36-52.
- (13) **AL-OMARI, A., QABLAN, A., KHASAWNEH, S.** (2008). Faculty members' intentions to stay in Jordanian public universities. *International Journal of Applied Educational Studies*, 1(1), 26-43.
- (14) **AL-OMARI, A., Al-Shudaifat, S., & Abu Naba'h, A.** (2008). The effect of leadership styles of principals on teachers' burnout at Russaifa Education Directorate in Jordan. *Jordan Journal of Educational Sciences*, 4(1), 63-78.
- (15) **AL-OMARI, A., ABU TINEH, A., & KHASAWNEH, S.** (2008). Leadership skills of first-year students at public universities in Jordan. *Research in Post-Compulsory Education*, 13(3), 251-266.
- (16) **AL-OMARI, A.; Obeidat, O.** (2008). Faculty attitudes toward promotion in Jordanian Universities. *Journal of Educational Research, Pakistan*, 11(1), 13 – 32.
- (17) **AL-OMARI, A.; & Al-SAKHRY, H.** (2008). The Degree of Total Quality Management Application in Jordanian Universities as Perceived by Faculty Members and Academic Administrators. *Association of Arab Universities Journal*, 51, 527-564. (In Arabic)
- (18) **Al-Omari, A., Qablan, A., Khasawneh, S., & Khasawneh, A.** (2008). Leadership and adaptability styles of deans at public Jordanian universities. *An-Najah University Journal for Research-B Humanities*, 22(6), 1921-1948.
- (19) **SMADI, R.; ABU QUDAI, M; & AL-OMARI, A.** (2008). Role of Jordanian schools' leadership in transforming schools into organizational learning culture. *International Journal of Applied Educational Studies*, 2(1), 13-23.
- (20) **KHASAWNEH, S., Ihmeideh, F., AL-OMARI, A., & Khasawneh, L.** (2008). University-Business Partnership in Jordan: The Key to Human Resource Education and Workforce Development. *Journal of Institutional Research South East Asia*, 6(1), 16-35.
- (21) **Hindi, S.; Khasawneh, S; Qablan, A.; & Al-Omari, A.** (2008). Sustaining the National Workforce in Jordan: An Investigation of Factors Impact Students' Enrollment in Vocational Education Majors. *International Journal of Applied Educational Studies*, 2(1), 62-70.
- (22) **ABU TINEH, A., KHASAWNEH, S., & AL-OMARI, A.** (2008). Kouzes and Posner's Transformational Leadership Model in Practice: The Case of Jordanian Schools. *Leadership and Organization Development Journal*, 29(8), 648-660.
- (23) **AL-OMARI, A.; QABLAN, A., & QARAEEN, K.** (2009). Academic dishonesty among students at the Hashemite University in Jordan. *Educational Journal, Kuwait*, 23(91), 11-41.
- (24) **AL-OMARI, A., Salameh, K.** (2009). Strategic planning effectiveness in Jordanian universities: Faculty members and academic administrators. *Research in Post-Compulsory Education*, 14(4), 415-428.
- (25) **Abu-Qudais, M; & AL-OMARI, A., Smadi, R.** (2009). The new faculty members' concerns: The case of Jordanian Universities. *Journal of Institutional Research*, 14(2), 32-46.
- (26) **Qablan, A., Abu AL-Ruz, J., Khasawneh, S., & AL-OMARI, A.** (2009). Education for sustainable development: Liberation or indoctrination? An assessment of faculty members' attitudes and classroom practices. *The International Journal of Environmental and Science Education (IJESE)* 4(4), 401-417.
- (27) **Abu-Qudais, M; & AL-OMARI, A., Smadi, R.** (2009). Early Career Faculty Concerns in Jordanian Universities. *International Journal of Applied Educational Studies*, 6(1), 71-83.
- (28) **Abu Naba'h, A; Hussain, J.; Al-Omari, A.; & Shdeifat, S.** (October, 2009). The effect of computer assisted language learning (CALL) in teaching English grammar on the achievement of secondary students in Jordan. *The International Arab Journal of Information Technology (IAJIT)*, 6(4), 431-439.
- (29) **AL-OMARI, Aieman, KHASAWNEH, Samer, & ABU TINEH, Abdullah.** (2009). Academic and applied campus climate as perceived by faculty members at Jordanian universities: Comparative study. *Damascus University Journal*, 25(3+4), 495-530. (In Arabic)

- (30) Ihmeideh, F., **Al-Omari, A.**, & Al-Dababneh, K., (2010). Attitudes toward communication skills among students'-teachers' in Jordanian public universities. *Australian Journal of Teacher Education*, 35(4), 1-11.
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- Alabria, N. (In process). The role of the school administration in activating community partnership in light of the requirements of crisis management in the schools of Al Batinah South Governorate. Unpublished Thesis, Sultan Qaboos University.

Thesis Committee member:

- (1) Flyeh, O. (2010). *The degree of democratic management practice by youth centers chiefs in Jordan and its relationship to employees' commitment*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (2) Khatat, F. (2010). *Causes, results and remedies of violence against teachers in the secondary schools of Amman as perceived by schools' principals*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (3) Al-Temah, G. (2010). *The degree of using situational leadership theory among women academic leaders in Jordanian universities and its relation to their subordinates' burnout*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (4) Al Smadi, T. (2010). *Implementation degree of school principals in the north region of Jordan in the activation of health competence initiative as perceived by the principals themselves and their teachers*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (5) Alashqar, A. (2010). *The public and private partnership in education in Jordan: Justifications and obstacles*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (6) Frehat, H. (2010). *Attitudes of directors and department heads of directorates of education in Zarqa governorate towards the implementation of total quality management system*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (7) Yasin, L. (2009). *The Role of Non-Governmental Organizations in Supporting Kindergarten and Basic Education in Jordan*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (8) Al-Orimi, J. (2009). *The degree of using information technology among the ministry of education employees in Jordan and its relation to their performance*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (9) Al-Laham, D. (2009). *The role of the educational innovation fund on developing the education system in Jordan towards knowledge economy*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (10) Rawashdeh, A. (2009). *Administrational patterns followed in public secondary schools in Zarqa governorate according to the managerial grid theory from the point of view of teachers and its relation with their job*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (11) Al-Khalaileh, H. (2008). *Self-efficacy of teachers in Zarqa governorate and its relation to their principals' leadership practices*. Unpublished Thesis, the Hashemite University, Jordan.
- (12) Bani Khaled, Khalaf. (2007). *The degree of the educational administrators' commitment to the teaching profession ethics in the educational directorates of the Mafraq governorate as perceived by the high school principals*. Unpublished Thesis, the Hashemite University, Jordan.
- (13) Alkhudairat, Amina. (2007). *Spiritual leadership among school leaders and its relation to organizational commitment*. Unpublished Thesis, the Hashemite University, Jordan.
- (14) AlFawaz, Ahmad. (2007). *The organizational climate in military culture secondary schools and its relationship with student academic achievement as perceived by administrators, teachers, and students*. Unpublished Thesis, the Hashemite University, Jordan.
- (15) Al-Zyood, Hashem. (2007). *The degree of participation of faculty members at the Hashemite University in academic and administrative decision making*. Unpublished Thesis, the Hashemite University, Jordan.

- (16) Abu Hwaidi, Ali. (2007). *Transformational leadership as perceived by principals and its relation to their emotional intelligence*. Unpublished Thesis, the Hashemite University, Jordan.
- (17) Bashiwa, Hussein. (2006). *The perception of secondary school teachers in Bajaia governorate (Algeria) of their principals' administrative style and its effect on their job satisfaction*. Unpublished Thesis, the Hashemite University, Jordan.
- (18) Hadad, Ruba. (2006). *The patterns leadership of basic schools' principals in the governorate of Ajloun and its relation to job satisfaction of employees from principals' point of view*. Unpublished Thesis, the Hashemite University, Jordan.
- (19) Alhaqil, M. (2012). *The degree of having leadership competencies by international and public school principals and its relation to their schools' productivity level*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (20) Dabbour, M. (2012). *The degree of using service learning approach in developing leadership skills and civic engagement of the Hashemite University student's*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (21) Treiq, I. (2012). *The role of educational administration in Jordan in the care of the disabled students in terms of integration and segregation*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (22) Abu-Awwad, A. (2013). *Authoritarian practices of schools' principals and its relation to the teacher's motivation from the perspective of teachers of public basic schools at the 3rd Amman education directorate*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (23) Ahmad, R. (2014). *Perceived school fairness among high school students and its relation to their achievement motivation*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (24) Al-Mashaqbeh, N. (2014). *Obstacles that prevent Jordanian female faculty members reaching to administrative positions at Jordanian universities and ways of overcoming from their point of view*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (25) AbuKaraki, S. (2014). *Organizational power types of basic stage schools' principals and their relation to teachers' occupational alienation degree*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (26) Hafez, H. (2014). *The public schools' principals' practice degree of information technology skills in the first education directorate in Zarqa and its relation with their decision making ability level*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (27) Alzyoud, T. (2014). *The problems of schools building in Zarqa Province from the principals' point of view and the ways to solve them by using Mcleri Scale*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (28) Odeh, B. (2015). *Degree of organizational silence and its relation to the level of job security at Jordanian Universities*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (29) Al-Shurafat, N. (2015). *Organizational conflict management methods for secondary school principals in Amman and their relationship to level of achievement motivation for teachers*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (30) Balout, F. (2015). *Degree of organizational justice practice and its relationship to the level of burnout among teachers in the basic schools in the governorate of Zarqa*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (31) Hassan, S. (2015). *The efficiency degree of school development programs, its improvement possibility according to the principals in Zarqa governorate*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (32) Abdoh, N. (2015). *The degree of organizational support and its relation to the level of organizational trust at Jordanian Universities*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (33) Almomani, S. (2015). *The degree of secondary school principals' practice of leadership creativity and their training needs in the governorate of Zarqa*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (34) Abu- Salah, Kh. (2015, Aug.). *Work stress of secondary schools' principals at Marka education directorate and means of adaptation*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

- (35) AlSawaier, M. (2015, Nov.). Organizational climate predominant at secondary schools in Amman and its relationship to effective decision taking of school principals. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (36) Ehdaib, I. (2015, Dec.). The degree of social tolerance at Jordanian universities, and its relation to the level of faculty members' organizational loyalty. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (37) Abu-Aqlean, N. (2015, Dec.). Change management strategies and their relationship to the level of secondary schools' principals' leadership effectiveness in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (38) Al-qaryoti, F. (2016, April). Degree of private school principals' job security and its relation to their level of job alienation in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (39) Musalam, A. (2016, April). The degree of organizational resilience of private secondary schools' principals in Amman and its relation to the level of teachers' organizational commitment. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (40) Aladela, S. (2016, April). Leadership skills among secondary school principals in Zarqa governorate and their relationship to achievement motivation among teachers. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (41) Al-shkhoot, F. (2016, April). The degree of effectiveness of the administrative accountability of the secondary school principals' and its relation with job performance level among teachers in the education directorate of Zarqa the second region. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (42) Shalabi, S. (2016, June). The degree of applying strategic management by kindergarten principals' and its relation to the level of teachers' job performance in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (43) Hamdan, Sh. (2016, June). The relationship between the work environment and the administrative creativity level among the academic administrators in the Jordanian universities. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (44) Abu-Ghosh, M. (2016, Dec.) The degree of cultural intelligence for school principals in Zarqa Governorate and its relationship to the level of job satisfaction for teachers. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (45) Samarah, S. (2016, Dec.) The future expectations for the role of faculty members in the development of educational outcomes at public Jordanian universities. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (46) Hussein, B. (2017, April). The degree of possession of Arabic language teachers of the value of volunteerism and its relationship to the life skills among the students of the tenth grade basic in Jordan. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (47) Bino, H. (2017, April). The degree of Jordanian universities openness to change and its relation to the level of faculty members' community service. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (48) Bani Sakher, M. (2017, April). The degree of department chairpersons' practice of ethical leadership and its relation to the level of their organizational integrity at Jordanian universities. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (49) Almahanyh, A. (2017, June). The degree of emotional stability among secondary school principals and their relation to the level of organizational loyalty among teachers in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (50) Al-Hijawi, A. (2017, June). The degree of secondary school principals job stress and its relation to the level of decision taking effectiveness in Zarqa. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (51) Abu Eacheh, H. (2017, June). Secondary school principals' organizational conflict styles and their relation to teachers' organizational resilience level in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

- (52) Salem, N. (2017, August 14). The degree of emotional maturity of secondary schools' principals in Zarqa, and its relation to the level of teachers' organizational commitment. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (53) Abu Laila, S. (2017, August 16). The degree of social interaction and its relation to the level of school discipline at Zarqa Secondary schools. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (54) Nuser, E. H. (2017, August 17). The dominant leadership styles among public school principals and their relation to organizational citizenship behavior of teachers at Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (55) AlZudy, M. A. (2017, August 17). The degree of use of incentives among private school principals in the Amman and its relation to the teachers' level of job performance. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (56) Al-Murafi, A. (2017, Dec.). Organizational culture prevailing in nursing colleges in Jordanian universities and its relationship to job performance level among faculty members. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (57) Kanaan, E. (2018, Feb.). The practice degree of the Hashemite University academic leaders of strategic intelligence and its relation to job satisfaction from faculty members' perspective. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (58) Hamash, H. (2018, March). The degree of effectiveness of administrative communication and its relation to the level of hesitation in decision making among high school principals in Irbid Governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (59) Bani Khalaf, S. (2018, June). The degree of practice of the prevailing leadership styles among public secondary schools' principals and its relation to teachers' organizational slack level in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (60) Dawood, I. (2018, July). The degree of administrative delegation practice and its relation to the level of organizational resilience among secondary schools' principals in Zarqa governorate from the teachers' point of view. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (61) Shebli, A. (2018, Oct.). The degree of organizational health at secondary schools in Amman and its relation to the level of principals' psychological burnout. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (62) Obaid, A. (2019, Feb.). The situational leadership and its relation to problem solving ability among schools' principals in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (63) AbuDayak, M. (2019, March). The degree of organizational citizenship and its relation to the level of academic freedom among faculty members in the Hashemite University. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (64) Al-Rababah, A. (2019, June). The degree of kindergarten principals' practice of wandering around management and its relation to female teachers' level of organizational loyalty in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (65) AlJabri, B. (June, 2020). The reality of practicing governance in the directorate general in the headquarters of the ministry of education in the Sultanate of Oman. Unpublished Thesis, Sultan Qaboos University, Sultanate of Oman.
- (66) Alkhanbashiay, R. (2020, July). The organizational structure and its role in knowledge management in the directorate general of education in Muscat governorate. Unpublished Thesis, Sultan Qaboos University, Sultanate of Oman.

Dissertation & Thesis Committee Member Outside Hashemite University:

(A) Dissertations:

- (1) Al-Mashagbeh, N. (2011). *Human resources management and its relationship with staff members job performance at Jordanian universities*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (2) Al-Meslt, M. (2011). *The degree of implementing total quality management in the departments of education in Saudi Arabia and its application impediments "proposals for development"*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.

- (3) Al-Gamely, M. M. (2011). *The role of the secondary stage female principals in enhancing the national belongings among the female students from the point of view of the female teachers in Al-Riad region in the Kingdom of Saudi Arabia*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (4) Radaydeh, L. (2011). *Job Satisfaction among faculty members at Yarmouk University to their career achievement from their point of view*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (5) Hamdan, O. (2010). *The degree of the application of strategic planning of human resources among the academic leaders at the Jordanian universities, the difficulties they encounter and the proposed solutions from their perspectives*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (6) AlHazaymeh, A. (2010). *Graduate student's perceptions in Jordan public universities, regarding self-learning and research methodology, practice level in their graduate studies and proposing a development plan*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (7) Aldosary, O. (2010). *Internal efficiency for the college of education at Umm Alqura University in the Kingdom of Saudi Arabia as perceived by faculty members and students*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (8) Al-Sraihin, M. (2012). *Problems of preparing theses and dissertations in colleges of education in Jordanian universities and proposed solutions*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (9) Bani Hani, M. (2013). *The degree of using information technology in teaching performance for faculty members at Yarmouk and Jordan Science and Technology Universities: Problems and solutions*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (10) Almomani, R. (2013). *Effectiveness of the diploma program of information and communication technology in the development of professional competencies among school teachers in Ajloun governorate*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (11) Jaradat, Kh. (2013). *Suggested training program to improve kindergarten principals' competencies in light of educational reform for knowledge economy project*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (12) Al-Shboul, R. (2014). *The degree of applying interactive partnership between Ramtha schools' governorate and the local community on the basis of community schools' principles and suggested development*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (13) Taya, A. (2014). *Principals' administrative practices of special needs schools within the green line region and its relationship to teachers' job satisfaction, suggestions for improvement*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (14) Shakah, M. (2014). *Criteria of admission at Jordanian public universities and students' violence and the perceptions of academic leaders for improvement*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (15) AlKhaldi, A. (2014). *Secondary school principals' organizational justice and its relationship with the organizational loyalty in Al-Mafraq governorate*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (16) Alzghoul, E. (2014). *The effectiveness of the educational supervisors training programs in practicing educational mentoring-coaching in the Jordanian Ministry of Education from the mentor-coach supervisors' perspective and their suggestions for developing such training programs*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (17) Badarneh, N. (2014). *The effectiveness of secondary schools' administration affiliated with the educational networks in implementing educational program across green line*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (18) Maghayreh, N. (2014). *Professional development of faculty members in Jordanian public universities in the light of the accreditation criteria and quality assurance in Jordan: Conceived proposal*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (19) Rasheedi, A. (2015). *The degree of organizational trust at Kuwait public and private universities and its relation with faculty members' motivation from their point of view*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.

- (20) Alhaiyaf, H. (2015, Nov.). A proposed program to improve the administrative performance of department chairpersons of the educational directorates in Northern Kingdom of Saudi Arabia in the light of their training needs. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (21) Bani Miqdad, N. (2015, Dec.) The role of university administration at Yarmouk University in implementing productive university concept: Obstacles and solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (22) Nusair, N. (2016K April). A proposed perception to activate the educational endowment in funding the Jordanian public universities. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (23) Shagloof, A. (2016, May). Proposed administrative system to transform the government Libyan universities from classical universities into productive universities. Unpublished Dissertation, Jordan University, Amman, Jordan.
- (24) Abu-Shaqra, R. (2016, May). The degree to which administrative transparency is practiced at Jordanian public and private universities in Northern region and its relationship with faculty members' motivation from their points of view. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (25) Hatamleh, A. (2016, June). Administrative accountability and its relationship with organizational governance in educational directorates in Jordan from the viewpoint of its superintendents, heads of departments, and educational supervisors. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (26) Jaradat, L. (2016, August). The role of training courses in raising kindergarten teachers' competencies in Irbid school governorate from the point of view of principals and teachers. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (27) Shurrah, Sh. (2017, May). Development of educational administrative duties for human resources in the ministry of education in Jordan based on management by values. Unpublished Dissertation, Jordan University, Amman, Jordan.
- (28) Alqrinawi, B. (2017, May). The degree of participation educational administrators in the Ministry of Education in Jordan in making educational policies and its relationship to their organizational loyalty from their point of view. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (29) Aldiriah, L. (2017, August 1). The degree of practice of the principals of the exploratory schools in the capital governorate for the servant leadership from the point of view of teachers and their relationship to motivation towards their work. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (30) Abu Qwyder, W. (2017, Sep.). The role of the Arabic community centers principals within the green line in enhancing Arabic culture between centers crowds of local community: reality, challenges, solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (31) AlImrani, F. (2017, Oct.). Problems faced by teachers in the Negev secondary schools and their relationship to organizational loyalty from the perspective of school principals and teachers themselves and suggested solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (32) Fraihat, H. (2017, Nov.) The school administration role in achieving social justice for basic school students of Mafraq governorate, the challenges and the suggested solutions from teachers' point of view. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (33) Abu-Alqaian, J. (2017, Dec.). The degree to which extracurricular activities' managers practice their roles, and its relation to secondary school students' commitment to prevailing values system in Al-Naqab region. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (34) Abu Jamaa, Z. (2018, Nov.). The degree of effectiveness of the parents' councils in Arab schools in the Negev region as it seen by principals, teachers and parents, the obstacles and proposed solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (35) Bazadough, D. (2018, Nov.). Proposed standards to improve the administrative performance of the academic leaders at Jordanian public universities based on leadership personal power model. Unpublished Dissertation, Jordan University, Amman, Jordan.
- (36) Al-Bahdhi, Gh. (2019, March). Proposed educational administrative perspective for developing the social responsibility for Kuwait University based on productive university principles. Unpublished Dissertation, Jordan University, Amman, Jordan.

- (37) Daradkah, M. (2019, May). The degree of practicing human relationship by secondary school principals at Irbid governorate and its relations to their performance as perceived by teachers. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (38) Hebebk, W. A. (2019, August). The degree of effectiveness of the quality of education and accountability unit in the ministry of education from the point of view of superintendents, principals, and teachers in the north region in Jordan (Difficulties and proposed solutions). Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (39) Al-Siyabia, R. (2020, Dec. 24). Developing the performance of basic education schools in the Sultanate of Oman in light of the organizational loyalty dimensions: A proposed strategy. Unpublished Dissertation, Tunis University, Faculty of Humanities at Tunis, Tunis

(B) Thesis:

- (1) Al-Dhafiri, Y. (2010). *The multiple intelligences level of secondary school principals and teachers in the State of Kuwait and their relation to the organizational climate in their schools as perceived by principals and teachers*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (2) AL-Hersh, I. (2010). *The degree of using the electronic technology by secondary school principals in Mafrq Education Directorate from their teachers' perspective*. Unpublished Thesis, AL-Bayt University.
- (3) AlFaiez, F. (2010). *Practice level of quality management in middle schools in Kuwait and its relation with teachers' job performance from principals' perceptions*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (4) AlHadad, J. (2010). *Developing a proposed training program to promote administrative competencies among educational leaders in Kuwait educational directorates in light of their training needs*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (5) Switi, F. (2010). *The degree of applying information technology in the communication process between educational directorates and the administrations of public and private secondary schools in Amman from principal point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (6) El-Kamaly, A. (2011). *The level of organizational health in educational centers of Al-Seraj Al-Moneer administration in the State of Kuwait and its relationship with the degree of practicing administrative skills by the educational center heads from teachers' point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
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- (11) Soboh, N. (2011). *The degree of availability of internal efficiency indictors in the nursing colleges of Jordanian universities*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (12) Al-Qallab, H. (2011). *The extent of applying the transformational leadership approach by the academic leaders and the relationship with the innovation behavior of the academic staff at Al al-Bayt University*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (13) Al-Sharif, S. (2012). *Activation of the roles of elementary schools' principals in achieving the goals of active learning*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (14) Albladi, F. (2012). *The administration levels which capable to take decisions in some educational tasks as perceived by principals of secondary schools in Makkah*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.

- (15) Al-Jabri, S. (2012). *The training needs required for school principals who run schools that have classes for students with special needs in Makkah region from the perspective of the principals and teachers of these schools*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (16) Wassabi, T. (2012). *The collaboration between school principals and supervisors of the English language to the development of professional performance for teachers of English in secondary schools at Taif governorate*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (17) Althubaiti, T. (2012). *Leadership skills and their relationship with the level of morale among secondary school teachers in Taif from their point of view*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (18) Al-Surihy, M. A. H. (2012). *The degree of providing permanent techniques for professional development of government school principals in Jeddah, and difficulties they are facing according to their point of view*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (19) AlHuthaly, S. O. (2012). *The degree of contribution of school management in achieving security education objectives for secondary schools' students in Makkah from principals and deputies' point of view*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (20) Altalhi, M. M. (2012). *The required planning competencies for secondary schools' principals in Taif as perceived by educational supervisors*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (21) Qatham, J. (2012). *The level of organizational trust among principals of ministry of education in northern western Badia from teachers' perspectives*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (22) Al-Serhan, H. (2012). *The degree of academic leaders practice strategic leadership and its relationship to job performance among faculty members at Al albayt University in Jordan*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (23) Abusiam, M. (2013). *The degree of the availability dimensions of of organizational health in the schools of Mafrq directorate of education and the relation with teachers' distinguished performance*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (24) Al-Hourani, T. (2013). *Secondary school principal's delegation of authority in the city of Madaba and its relationship to organizational loyalty of teachers from their point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (25) Ibrahim, M. (2013). *The degree of practicing servant leadership by private principals in Amman governorate and its relation to the level of prevailing organizational trust in their schools from teachers' point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (26) Al-Flehat, Y. (2013). *The degree of practicing ethical leadership by school principals at AlMafrq borough directorate of education and its relationship with organizational justice*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (27) Alali, A. (2014). *Strategic thinking among heads of department in the college of applied in the State of Kuwait and its relationship with re-engineering of administrative processes from the point of view of faculty members*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (28) Fahad, A. (2014). *The relationship between the level of practicing administrative and leadership roles by secondary school principals and the level of human relations from teachers' point of view in the State of Kuwait*. . Unpublished Thesis, Middle East University, Amman, Jordan.
- (29) Oliamat, A. (2014). *Organizational culture prevalent among school principals at directorate of education of Almafrq borough and its relationship with teachers' professional development*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
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- **Seminar entitled "Organizational DNA",**
College of Education, Sultan Qaboos University, 26/12/2019, Oman.